Bargaining Update
August 2014

In this Issue:

2 Alberta Settlements
3 Major Negotiations
5 Recent Settlements in Other Jurisdictions
6 Sector Wage Changes, 2013 – 2018
7 Industry Wage Changes, 2013 - 2016
8 Average Weekly Earnings [AWE]
9 Consumer Price Index [CPI]
10 CPI and AWE Comparison

Collective Bargaining Agreements

Section 132 of the *Labour Relations Code* requires unions and employers to file a copy of their collective agreement with the Director of Mediation Services.

When filing a collective agreement please include as much of the following information as possible.

- Date of ratification
- Number of employees covered by the collective agreement
- Classification with the largest number of employees
- ALRB certificate number(s) if available

It is important to note that if there are wage reopeners, or future calculated increases this information must be filed as well.

Collective agreements should be submitted electronically to cba.submissions@gov.ab.ca .

For further information, contact:
Collective Bargaining Information Services
Mediation Services, Alberta Jobs, Skills, Training and Labour
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In August 2014, Mediation Services received settlement information regarding 29 bargaining relationships encompassing 32,429 employees. There were 18 private sector and 11 public sector settlements, covering 1,648 and 30,781 employees respectively.

Highlights

Supports of Artspace Independent Living [SAIL] - Edmonton
Thirty health care aides represented by AUPE began negotiating a first collective agreement late in 2013. The legal lockout which began on May 19, 2014 continues.

Saputo Foods (Fluid) - Edmonton
On August 22, 2014 Saputo Foods and Unifor Local 445 representing about 264 employees ratified a new five year agreement which will be in effect until 2019.

Fairmont Palliser - Calgary
InnVest Hotels Fairmont Palliser and Unifor Local 4050, representing about 245 employees reached a new 36 month collective agreement. Employees will receive a 2.5% increase in each year of the agreement.

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Accommodation & Food Services				
InnVest Hotels - Fairmont Palliser Unifor Local 4050	246	36	2017-02-28	1st year 2.5% 2nd year 2.5% 3rd year 2.5%
Educational Services				
Foothills School Division No. 38 Association of Drivers of Foothills School Division	110	48	2016-08-31	1st year 1.13% 2nd year 0.00% 3rd year 0.00% 4th year 3.00%
Health Care & Social Assistance				
Alberta Health Services Covenant Health United Nurses of Alberta	27,255 2,876	48	2017-03-31	1st year 0.00% 2nd year 2.00% 3rd year 2.25% 4th year 3.00%
Manufacturing				
Burnco Rock Products Operating Engineers Local 955	140	36	2017-06-30	1st year 4% 2nd year 3% 3rd year 3%
Kawneer Company Canada Unifor Local 99	171	36	2017-02-28	1st year 0% 2nd year 1% 3rd year 2%
Saputo Foods, Fluid Unifor Local 445	264	60	2019-04-30	1st year 2.50% 2nd year 2.50% 3rd year 2.75% 4th year 3.00% 5th year 2.75%
Sealy Canada Steelworkers Local 1-207	125	48	2017-11-30	1st year $.00 per hour 2nd year $.50 per hour 3rd year $.60 per hour 4th year $.65 per hour
Mining & Oil & Gas Extraction				
Innovator Industrial Services Unifor Local 3000CA	268	24	2016-02-20	1st year 9.75% 2nd year Wage reopener
Other Services (except Public Administration)				
DLI Maintenance CMAW	250	24	2015-04-25	2nd year 1.3% Wage reopener
Public Administration				
City of Cold Lake AUPE	168	48	2017-12-31	1st year 4.89% 2nd year 3.00% 3rd year 3.00% 4th year 3.25%
City of Red Deer ATU Local 1374	143	24	2015-12-31	1st year 3% 2nd year 2%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Construction			
Flint Maintenance Services	CLAC Local 63	500	2014-04-30
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Chantelle Management – Grande Prairie Care Centre	CUPE Local 2158	125	2014-06-30
Manufacturing			
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	2,750	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30
City of Lethbridge	Lethbridge Police Association	163	2012-12-31

Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of St. Albert	CUPE Local 941	115	2013-12-31
Strathcona County	AUPE	166	2013-12-31
Retail Trade			
Canada Safeway – Gas Bars	UFCW Local 401	350	2014-09-06
Canada Safeway – Meat & Deli	UFCW Local 401	608	2014-03-22
Canada Safeway – Retail	UFCW Local 401	7,500	2014-03-22
Transportation & Warehousing			
FirstCanada – Branch 31720	Teamsters Local 987	290	2014-09-01
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
EPCOR Utilities	CSU 52	755	2013-12-14
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31
Wholesale Trade			
ConAgra	Steelworkers Local 1-207	249	2014-03-15
Federated Co-Operatives	Teamsters Local 987	332	2014-03-31

Recent Settlements in Other Jurisdictions

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Board of Education, School District No. 23 CUPE Local 3523 *Negotech.*	670	36	2015-06-30	1st year 1.0% 2nd year 2.0% 3rd year 0.5%
Manitoba				
City of Winnipeg Winnipeg Police Association *Negotech.*	1,480	48	2016-12-23	1st year 3.5% 2nd year 3.5% 3rd year 3.0% 4th year 3.0%
St. Boniface Hospital UFCW *Canadian Labour Reporter,* August 5, 2014.	1,240	60	2017-03-17	1st & 2nd year 0.0% 3rd year 2.5% 4th year 2.5% 5th year 2.0%
Nova Scotia				
District Health Authorities NS Government & General Employees' Union *Canadian Labour Reporter,* August 11, 2014.	910	36	2015-03-31	1st year 2.0% 2nd year 2.5% 3rd year 3.0%
Ontario				
City of Greater Sudbury Eastern Ontario Volunteer Firefighters Association Local 920 (CLAC) *Canadian Labour Reporter,* August 5, 2014.	330	36	2016-12-31	1st year 1.75% 2nd year 1.90% 3rd year Wage Reopener
Toronto Transit Commission ATU *Canadian Labour Reporter,* September 2, 2014.	9,950	48	2018-03-31	1st year 2.00% 2nd year 2.00% 3rd year 2.00% 4th year 2.25%

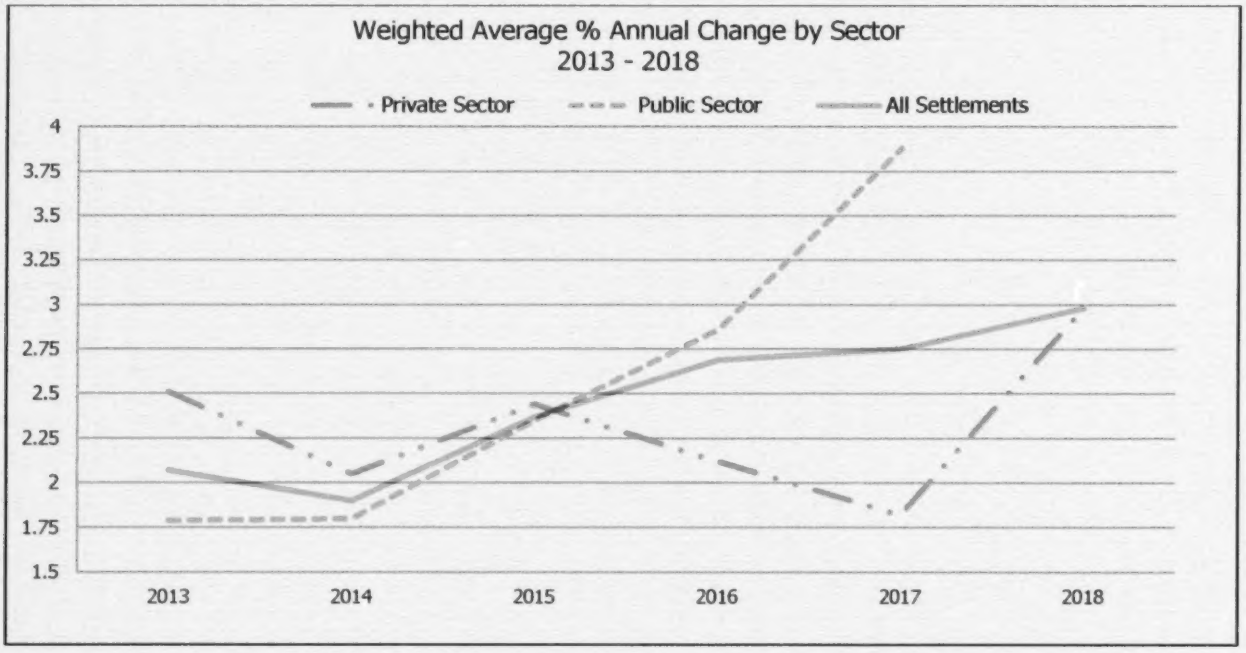
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
Armtec Limited Partnership Construction & Specialized Workers Union Local 1611 *BC Industrial Relations Bulletin,* 46(4) June-July 2014.	176	48	2018-04-30	1st year 3.0% 2nd year 2.0% 3rd year 2.5% 4th year 2.5%
Boilermaker Contractors Association of BC Boilermakers Local 359 *BC Industrial Relations Bulletin,* 46(4) June-July 2014.	700	72	2020-04-30	1st year 5.50% 2nd year 4.00% 3rd year 3.80% 4th year 3.77% 5th year 3.60% 6th year 3.50%
Ontario				
Fairmont Royal York Hotel UNITE HERE *Negotech.*	870	48	2017-07-16	1st year 2.2% 2nd year 2.6% 3rd year 2.6% 4th year 2.7%
Nartech Metal Products Teamsters Canada Local 879 *Canadian Labour Reporter,* August 11, 2014.	120	36	2018-05-31	1st year $.15 per hour 2nd year $.15 per hour 3rd year $.15 per hour

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	532	148,813	2.51
2013	Public Sector	483	236,571	1.79
	All Settlements	**1,015**	**385,384**	**2.07**
	Private Sector	409	120,475	2.05
2014	Public Sector	341	171,186	1.8
	All Settlements	**750**	**291,661**	**1.9**
	Private Sector	213	43,093	2.44
2015	Public Sector	191	111,669	2.35
	All Settlements	**404**	**154,762**	**2.37**
	Private Sector	82	20,541	2.12
2016	Public Sector	47	69,986	2.86
	All Settlements	**129**	**90,527**	**2.69**
	Private Sector	31	11,249	1.82
2017	Public Sector	7	9,234	3.88
	All Settlements	**38**	**20,483**	**2.75**
	Private Sector	10	1,095	2.98
2018*	Public Sector	0		
	All Settlements	**10**	**1,095**	**2.98**

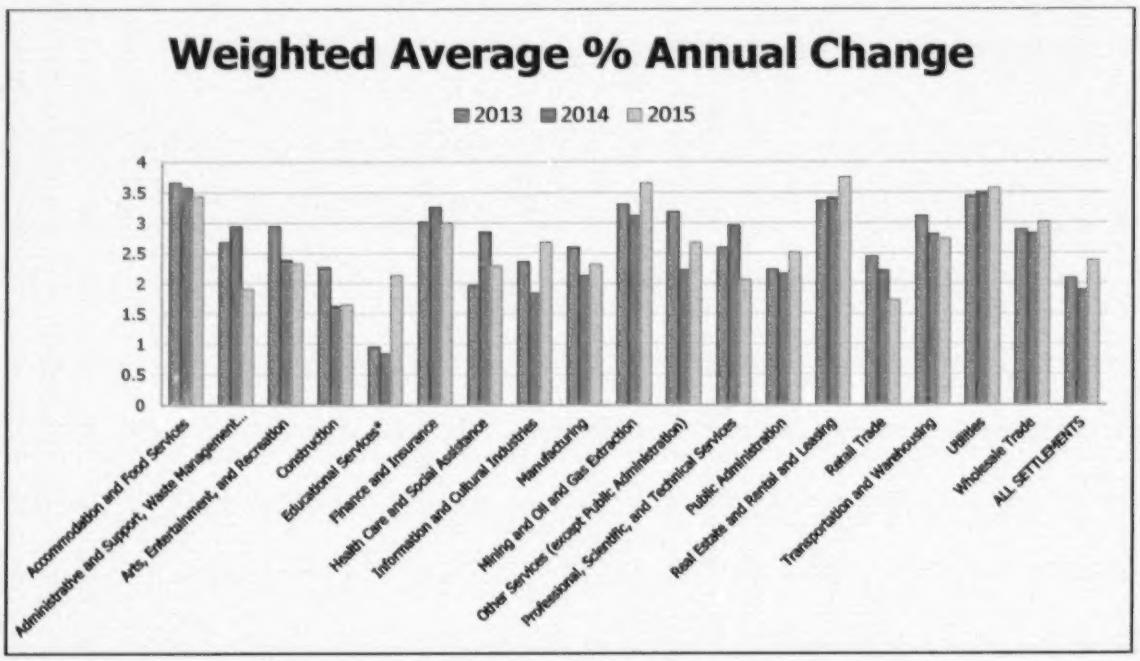


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

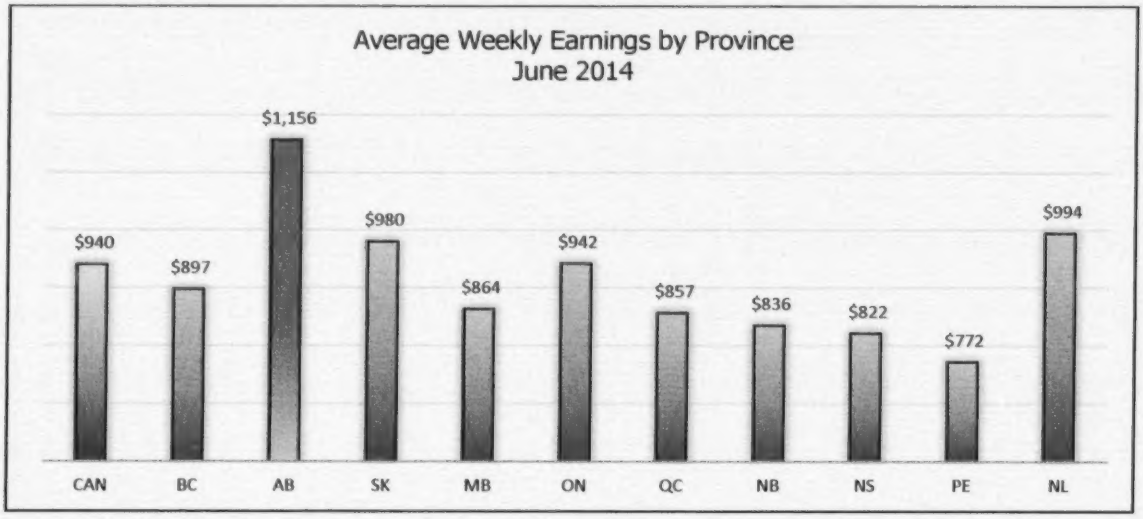
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly % change taking effect in the indicated year.

	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	25	3,218	**3.65**	21	3,274	**3.57**	17	2,599	**3.43**	6	1,885	**3.30**
Administrative & Support, Waste Management & Remediation Services	9	1,020	**2.67**	10	675	**2.93**	7	287	**1.91**	3	225	**1.79**
Arts, Entertainment, & Recreation	31	3,696	**2.93**	23	2,885	**2.38**	9	1,231	**2.32**	2	314	**2.88**
Construction	129	72,976	**2.26**	99	63,862	**1.62**	21	3,264	**1.65**	6	178	**0.68**
Educational Services	151	75,171	**0.95**	122	65,001	**0.84**	94	39,569	**2.13**	9	3,285	**2.43**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	167	88,968	**1.96**	95	60,093	**2.84**	39	32,291	**2.29**	12	30,567	**3.00**
Information & Cultural Industries	19	2,069	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	172	20,559	**2.59**	130	16,271	**2.12**	80	10,779	**2.31**	36	5,917	**2.15**
Mining & Oil & Gas Extraction	28	9,885	**3.29**	25	9,931	**3.11**	11	4,842	**3.65**	4	1,453	**3.51**
Other Services (except Public Administration	33	1,518	**3.17**	23	1,234	**2.21**	13	758	**2.67**	6	134	**2.62**
Professional, Scientific, & Technical Services	8	1,933	**2.58**	5	1,678	**2.95**	3	78	**2.06**	3	78	**2.13**
Public Administration	106	53,898	**2.22**	82	39,388	**2.15**	37	35,951	**2.51**	17	34,349	**2.74**
Real Estate & Rental & Leasing	3	164	**3.35**	2	145	**3.4**	1	125	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,258	**2.2**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	49	9,159	**3.1**	36	3,256	**2.8**	24	2,213	**2.74**	8	407	**2.74**
Utilities	32	9,077	**3.43**	24	6,026	**3.49**	18	3,935	**3.57**	6	1,741	**3.52**
Wholesale Trade	27	5,130	**2.88**	21	4,704	**2.81**	18	4,555	**3.01**	8	1,250	**2.26**
All Settlements	**1,015**	**385,384**	**2.07**	**750**	**291,661**	**1.9**	**404**	**154,762**	**2.37**	**129**	**90,527**	**2.69**

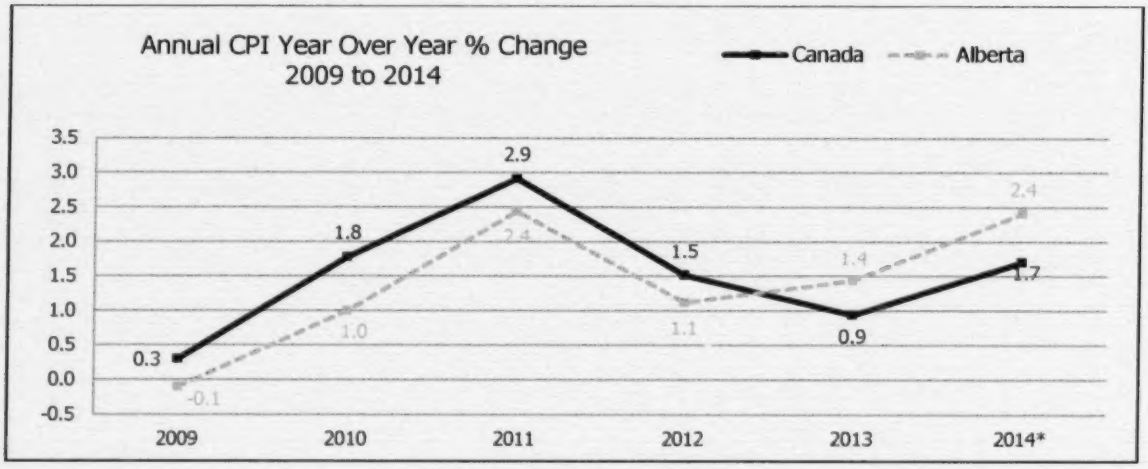


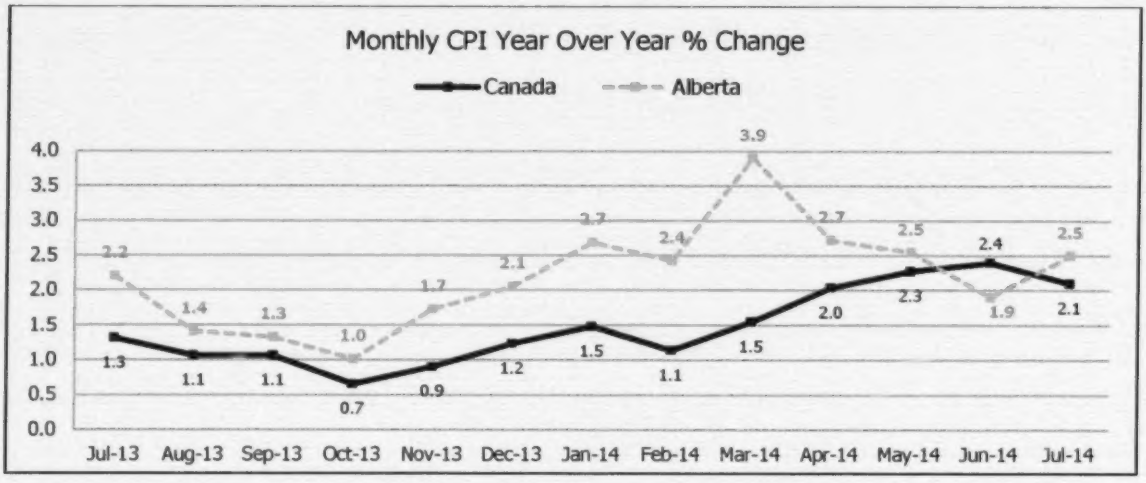
Average Weekly Earnings Alberta (AWEA)*

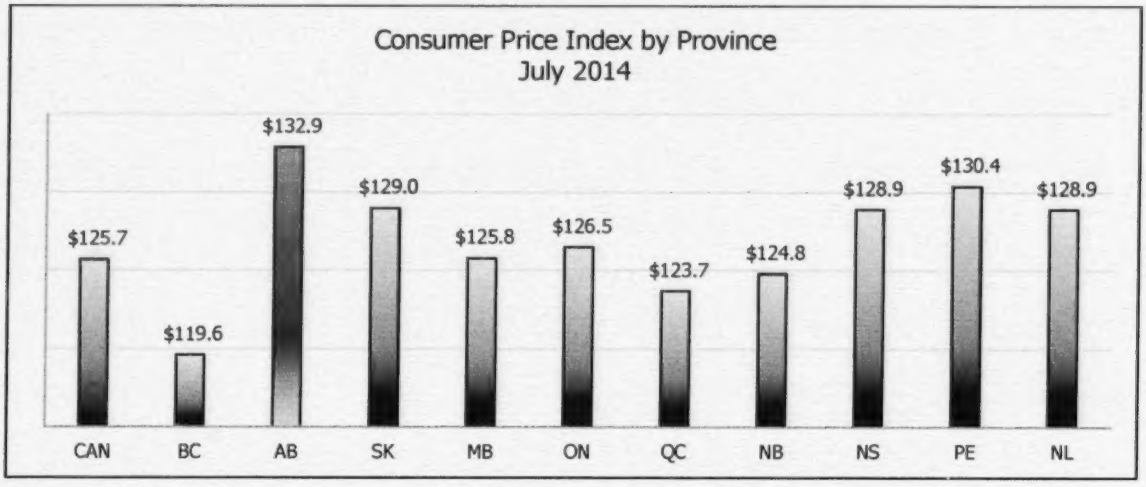


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







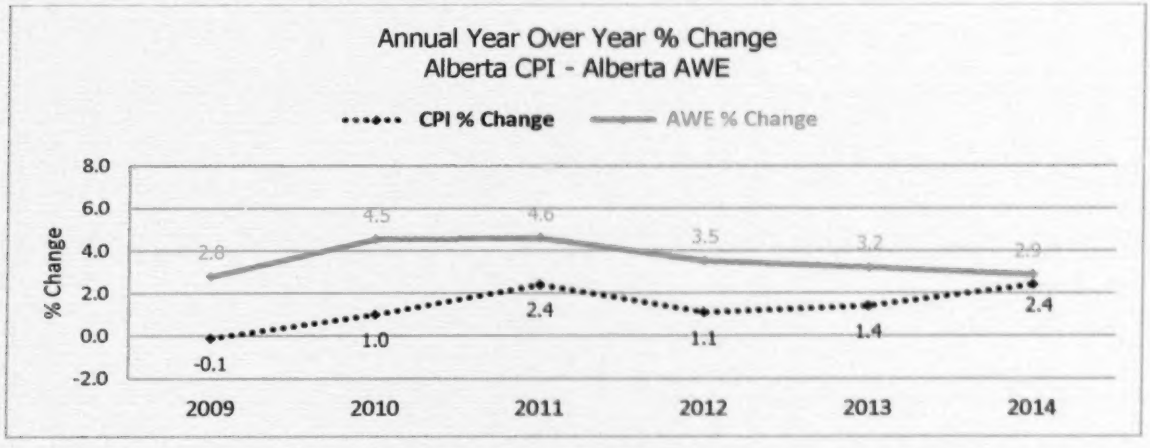
*Year to date – Graph data available upon request.

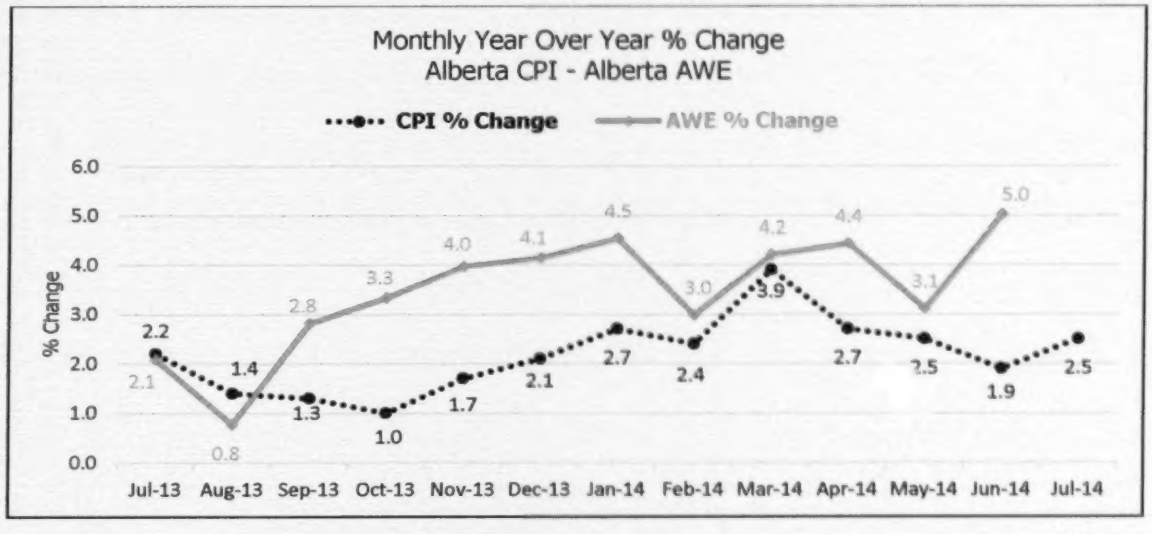
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9

Average Weekly Earnings													
	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14
AWE $	$1,101.07	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,143.28	$1,150.61	$1,156.28
AWE %	3.11	2.08	0.77	2.81	3.33	3.97	4.14	4.53	2.98	4.20	4.43	3.11	5.01

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at **http://humanservices.alberta.ca/working-in-alberta/6484.html**